

COVERSHEET

EIA Program Report for FY2004-05 And Budget Request for FY 2005-06

**Completed Program Report/Budget Request Not To Exceed Eight Pages and Must Be In
At Least Ten-Point Type**

15 Copies and One Electronic File Are Requested by October 15, 2004

EIA PROGRAM NAME: South Carolina Program for the Recruitment and
Retention of Minority Teachers, South Carolina State University

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Signature: _____

Date: _____

FY 2004-05 EIA Program Report

EIA Program Name: South Carolina Program for the Recruitment and Retention of Minority Teachers, South Carolina State University

The purpose of this report is to determine the effectiveness of the program in meeting its objectives during the prior fiscal year. The report also requests information on the objectives of the program during the current fiscal year. Please answer the following questions and provide quantifiable results when available.

Effectiveness Measures: (See attached definition of terms and directions)

1. What were the objectives of this program during Fiscal Year 2003-04?

1. To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching.
2. To ensure the academic progress of students who are presently teacher aides, career path changers, and/or technical college transfer students in the Program's targeted geographic locations in approved Satellite Teacher Education Program sites.
3. To conduct research for the purpose of determining student success rates and overall program effectiveness.
4. To provide a recruitment incentive for future teachers through the administration of a forgivable loan program.

2. Were the Fiscal Year 2003-04 objectives met? Please provide specific, quantifiable data and explanations.

Yes. See the matrix on the next two pages.

FY 2003-2004: Program Objectives at a Glance

Objective 1: To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching. **Status:** Met

Explanations:

The program's highest enrollment for the years 2000-2004 was 62 students. The program graduated 22 (35.5%) of its participants during this period. Also, during the four-year period, only 8 students were unable to continue in the program, with an attrition rate of 12.9% compared to the institution's attrition rate of approximately 27%.

- Of the students graduating in the last four years, all twenty-two (100%) received certification and found employment in SC schools.

Summary of EIA Graduate Placement History

<u>Grads</u>	<u>Placement</u>	<u>Percent</u>
84	State of SC 83	98.8%
	By county 18/36	50%
	By District 26/85	31%
	76/83 of the program's placed graduates are currently teaching.	92%

Objective 2: To ensure the academic progress of students who are presently --teacher aides, career path changers, and/or technical college transfer students in the Program's targeted geographic locations in approved Satellite Teacher Education Program sites. **Status:** Met

Explanations:

- Thirty-one (81.6%) of program's 38 participants maintained honor roll status with a cumulative g.p.a. of 3.0 or above on a 4.0 scale.
- Four participants (10.5%) maintained a g.p.a. of 2.75-2.99.
- Three non-forgivable loan program participants (7.9%) acquired g.p.a.'s below the program g.p.a. requirement. The minimal g.p.a. for a forgivable loan is 2.75.
- 100% of the program's forgivable loan recipients maintained their eligibility for renewal.
- State certification for 2003-2004 graduates was 5/5 = 100%.
- State certification for program graduates 84/84 = 100%.

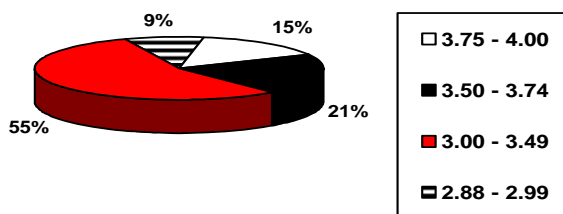
Objective 3: To conduct research for the purpose of determining student success rates and overall program effectiveness. **Status:** Met

Explanations:

Because of a \$35,000.00 budget cut and the need to fund additional forgivable loan students in the summer, the Program did not conduct a summative evaluation utilizing an external consultant; however, a number of formative evaluations were conducted to assess program effectiveness:

Overall Program Effectiveness

Student Performance: Forgivable Loan Recipients



Note: 4.0 is the highest attainable grade point average at SCSU.
Range 2.889- 3.958; mean g.p.a. for group 3.412.

Academic Enhancement Institute for Pre-Service Teachers
Summer 2004 Evaluation Results

Overall effectiveness of the Academic Enhancement Institute (food, lodging, planning, activities, and courses)

Very Beneficial - 77%
 Beneficial - 23%
 Total - 100%

Workshop activities:

Excellent - 86%
 Good - 14%
 Total - 100%

Faculty Performance Evaluation Results
(Off-Campus Courses)

Ratings for the cadre of 16 faculty for Program courses
 range = 4.27 - 5.00
 mean = 4.82

For details, see Annual Report, pp. 26-27.

Objective 4: To provide a recruitment incentive for future teachers through the administration of a forgivable loan program. **Status:** Met

Explanations:

- The program provided 33 forgivable loans FY 2003-04.
- Twelve (32%) are majoring in state-declared subject areas of critical need.
- 30 (91%) of the program's 33 forgivable loan recipients attained honor roll g.p.a's of 3.0 or above on a 4.0 scale.

3. What are the objectives of this program in the current fiscal year, Fiscal Year 2004-05? Explain how, if any, the objectives have changed from the prior fiscal year and why.

1. To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching.
2. To ensure the academic progress of students who are presently teacher aides in approved Satellite Teacher Education Program sites, career path changers, and/or technical college transfer students at SCSU.
3. To conduct research for the purpose of determining the Program's impact on participants and to determine overall program effectiveness.
4. To provide a recruitment incentive for future teachers through the administration of a forgivable loan program.

4. What measures or data will be used to assess the effectiveness of this program in meeting its objectives for the current fiscal year, Fiscal Year 2004-05?

1. Recruitment and Retention data, as well as graduation data will demonstrate progress **toward increasing** and **in increasing** the state's pool of teachers from the targeted population. Recruitment data will show a net gain of 6 technical college students for the 2005-2006 academic year. (e.g. comparison of baseline enrollment figures for 2004-2005 compared to Fall 2005).

Retention data will show that over two-thirds of the program's teachers have remained in the classroom after the fulfillment of teaching debt.

2. Data will show satisfactory (2.75 g.p.a.) or above satisfactory academic performance (3.0 g.p.a.+) for 90% of program participants, a 100% certification rate for program graduates, and a 95% or above placement rate for program graduates.
3. Results of a survey of all program graduates will demonstrate program effectiveness (variables on employment placement, employer satisfaction, initial/professional certification will show a success rate of at least 85%). Survey results will also show progress for additional certifications, advanced degrees, and professional development.
4. Data on forgivable loans will show that—
 - a minimum of 1/3 of the program's forgivable loan recipients majored in state-declared subject areas of critical need;
 - 90 % of the non-graduating forgivable loan recipients maintained their eligibility for forgivable loan renewal;
 - 95% of program participants are forgivable loan recipients.

5. What measurable actions will be taken to assure that the program objectives of the current fiscal year, Fiscal Year 2004-05, will be met?

1. Expand recruitment visitations to include two additional technical colleges. Work closely with two neighboring technical colleges to promote participation into teacher education programs. Improve Summer School Activity through the piloting of procedures that increase the number of and pace of academic curricular offerings through blocked courses and distance education.
2. Maintain academic tracking data, to include test data, g.p.a.'s, graduation rates, and certification rates.
3. Conduct a follow-up study of graduates. Survey instruments will generate data on employee performance, employer satisfaction, preparedness of program graduates, and program services.
4. Identify eligible forgivable loan recipients, award forgivable loans, and maintain records of forgivable loan awards.

FY 2005-06 EIA Budget Request

EIA Program Name: South Carolina Program for the Recruitment and Retention of Minority Teachers, South Carolina State University

Information provided below will be used by the EIA and Improvement Mechanisms Subcommittee in recommending funding levels for this EIA program in Fiscal Year 2005-06 and in any proviso changes.

(1) FY 2004-05

Base Appropriation: \$ 467,000.00

(2) FY 2005-06

Total Amount Requested: \$ 575,000.00

23.13 % Increase Requested over FY2004-05 Base

-0- % Decrease Requested over FY2004-05 Base

(3) Cost Estimates for Increase or Decrease in Funding for FY 2005-06

Identify how the requested increase or decrease in funding was calculated. For example, inflationary increases, program expansions, program reductions, changes in program objectives, etc., impact budgets. Please be specific.

See next page.

JUSTIFICATION FOR EIA FUND INCREASE

BUDGET REQUEST 2005-2006

\$575,000.00

SC-PRRMT/SCSU EIA PROPOSED BUDGET FY 2005-2006			
Personnel Services	<u>2004-2005</u>	<u>Change/ Increase</u>	<u>2005-2006</u>
1. Salaries	\$156,524.00	\$4,,696.00	
2. Fringes	41,115.00	1,233.00	
Total Personnel	\$197,639.00	*5,929.00	\$203,568.00
<u>OTHER EXPENDITURES</u>			
Office Support	3,000.00	-0-	3,000.00
Postage	2,000.00	-0-	2,000.00
Telephone (WATS line)	2,000.00	-0-	2,000.00
Equipment/Maintenance	7,575.00	(1,734.00)	5,841.00
Printing	5,500.00	9,500.00	15,000.00
Academic Programs/ Technology.			
ETS PLATO Ports	-0-	10,000.00	10,000.00
Compressed Video for Classroom			
Blackboard Subscription and Satellite Broadcast	-0-	91,091.00	91,091.00
Forgivable Loans	200,000.00	-0-	200,000.00
Promotional Services T.V. Ad	5,000.00	-0-	5,000.00
Summer Institute and Conferences/Workshops	18,000.00	-0-	18,000.00
Travel	13,700.00	(3,200.00)	10,500.00
External Evaluation	12,586.00	(3,586.00)	9,000.00
TOTAL Other Expenditures	\$269,361.00	\$102,071.00	\$371,432.00
TOTAL Project Expenditures	\$467,000.00	\$108,000.00	\$575,000.00
TOTAL Project Appropriation	\$467,000.00	\$108,000.00	\$575,000.00

*3.3% Cost of Living Increase.

Decreases in "Other Expenditures"

Equipment/Maintenance	(\$1,734.00)
Travel	(3,200.00)
External Evaluation	(3,586.00)
TOTAL	(\$8,520.00)

Increases in " Other Expenditures"

Printing/Media	\$9,500.00
1.Update Marketing Materials/Media (brochures, pamphlets, flyers, Forgivable Loan Booklet, and Website	
2.Educational Testing Services Test Ports -PLATO Praxis I Lab	10,000.00
3.Academic Programs/Technology - Compressed Video Classroom.	<u>91,091.00</u>
TOTAL	\$110,591.00

- Compressed Video and/or Satellite Broadcast classroom (30 workstations)
- Two-way audio with 2-way video
- Two-way video with 1 way audio
- IP video
- Subscriptions to Blackboard and other subscription media

Presently, classes are conducted at program sites in designated public schools, and instructors report to the classes at the various sites to teach. Implementing distance learning classes will allow the Program more flexibility. The use of technology will allow the Program to serve a larger number of clientele and will allow students more flexibility in the selection of required courses, as they are often at different stages in the education process. A Compressed Video Classroom for Program participants will allow the program to conduct classes on and off the campus simultaneously and to reach all sites at once, using fewer teachers

Total Personnel Services Increase	\$ 5,929.00*
Total Increase—Other Expenditures	<u>110,591.00</u>
Subtotal	116,520.00
Total Decrease—Other Expenditures	<u>-8,520.00</u>
TOTAL Increase Requested	\$108,000.00
TOTAL Appropriation 2004-2005	<u>467,000.00</u>
TOTAL Budget Request 2005-2006	\$575,000.00

The requested increase reflects a 3% cost- of -living increase.

(4) Detailed justification for increase, decrease or maintenance of funding

Based upon the total budget request for Fiscal Year 2005-06, what would be the program objectives for this program? Explain how the proposed increase, decrease or maintenance of funding affects the current program objectives.

The mission of SC-PRRMT is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher assistants, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements. Toward this end, objectives of the program include providing an effective and a diversified delivery system for the curricular course offerings (traditional on site, internet, compressed video, distance) at the active program sites, ensuring the academic progress of program participants, and ensuring placement in South Carolina Schools. Presently, classes are conducted at program sites in designated public schools, and instructors report to the classes at the various sites to teach. Implementing distance learning classes will allow the Program more flexibility. The use of technology will allow the Program to serve a larger number of clientele and will allow students more flexibility in the selection of required courses, as they are often at different stages in the education process. A Compressed Video Classroom for Program participants will allow the program to conduct classes on and off the campus simultaneously and to reach all sites at once, using fewer teachers. An increase of the program's funding will ensure continued progress in these areas while simultaneously allowing the program to expand to other approved sites.

(5) Detailed Justification for any additional FTEs Requested

N/A

FY 2005-06 EIA Budget Request Continued

(1) Please complete the following chart which will provide detailed budget and expenditure history.

Funding Sources	2002-03 Actual	2003-04 Actual	2004-05 Estimated	2005-06 Estimated
EIA	\$451,590.92	\$431,925.00	\$467,000.00	\$575,000.00
General Fund	-0-	-0-	-0-	-0-
Lottery	-0-	-0-	-0-	-0-
Fees	-0-	-0-	-0-	-0-
Other Sources	-0-	-0-	-0-	-0-
Grant	-0-	-0-	-0-	-0-
Contributions, Foundation	-0-	-0-	-0-	-0-
Other (Specify)	-0-	-0-	-0-	-0-
Carry Forward from Prior Year	-0-	-0-	-0-	-0-
TOTAL:	\$451,590.92	\$431,925.00	\$467,000.00	\$575,000.00

Expenditures	2002-03 Actual	2003-04 Actual	2004-05 Estimated	2005-06 Estimated
Personal Service	\$136,091.71	\$144,276.80	\$156,524.00	\$161,220.00
Supplies & Materials	7,059.57	11,814.90	5,000.00	5,000.00
Contractual Services	29,026.31	18,756.35	46,961.00	53,841.00
Equipment	15,379.66	6,370.70	-0-	-0-
Fixed Charges	675.00	414.00	700.00	1,000.00
Travel	19,557.76	7,134.55	13,700.00	10,500.00
Allocations to Districts/Schools	-0-	-0-	-0-	-0-
Employer Contributions	32,509.99	31,408.07	41,115.00	42,348.00
Other: Please explain				
Forgivable Loans	\$206,700.00	\$205,800.00	\$203,000.00	\$200,000.00
Intervention/Testing Workshops	4,590.92	5,948.86	-0-	-0-
Compressed Video/Satellite Broadcast Classroom	-0-	-0-	-0-	91,091.00
Educational Testing Services PLATO Ports/Praxis Exams	-0-	-0-	-0-	10,000.00
Carry Forward to Prior Year	-0-	-0-	-0-	-0-
TOTAL:	\$451,590.92	\$431,924.23	\$467,000.00	\$575,000.00
# FTES				

FY 2005-06 EIA Budget Request

Continued

Proviso Changes: Please indicate any additions, deletions or amendments to existing provisos below:

A. Proviso Number:

1A.23

B. Action (Indicate Amend, Delete, or Add):

None

C. Summary of Existing or New Proviso:

1A.23. (SDE-EIA: XI.F.3-CHE/Teacher Recruitment) Of the funds appropriated in Part IA, Section 1 XI.F.3. for the Teacher Recruitment Program, the S.C. Commission on Higher Education shall distribute a total of \$5,836,110 to the Center of Educator Recruitment, Retention, and Advancement (CERRA-South Carolina) for a state teacher recruitment program, of which \$4,284,752 must be used for the Teaching Fellows Program and of which \$200,000 must be used for specific programs to recruit minority teachers, and shall distribute ~~\$467,000~~ \$575,000 to S.C. State University to be used only for the operation of a minority teacher recruitment program and therefore shall not be used for the operation of their established general education programs. The S.C. Commission on Higher Education shall ensure that all funds are used to promote teacher recruitment on a statewide basis, shall ensure the continued coordination of efforts among the three teacher recruitment projects, shall review the use of funds and shall have prior program and budget approval. The S.C. State University program, in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves. Annually, the Commission on Higher Education shall evaluate the effectiveness of each of the teacher recruitment projects and shall report its findings and its program and budget recommendations to the House and Senate Education Committees, the State Board of Education and the Education Oversight Committee by October 1 annually, in a format agreed upon by the Education Oversight Committee and the Department of Education.

D. Explanation of Amendment to/or Deletion of Existing Proviso:

N/A

E. Justification (Why is this action necessary?):

N/A

F. Fiscal Impact (Include impact on all sources of funds -- state, federal, and other):

N/A

G. Submitted By (Include agency name submitting change, contact name and telephone number):

N/A

H. Text of New Proviso with Underline or Entire Existing Proviso Text with Strikeover and Underline:

N/A